

something or, you know, maybe that's a de minimus expense. But if you had to get some kind of...have a doctor on staff permanently that...

SENATOR WESELY: Yeah.

SENATOR McFARLAND: ...could deal with the problem, then that's more than a de minimus expense, I think.

SENATOR WESELY: So it would depend on their particular circumstance.

SENATOR McFARLAND: It would depend on the circumstances of each case. I guess what some of the employers were concerned about, they gave an example of someone working in a grocery store who had to use some kind of device to help them walk or to help them be in a wheelchair or something and that you would have to make the aisles bigger so that they could work there.

SENATOR WESELY: Oh.

SENATOR McFARLAND: And that would just be too substantial an expense for a grocery store to have to comply with that. So I think with the amendment language it does require them to accommodate but the de minimus expense standard would be used and that's been defined and applied in federal cases and I suspect it will be applied again so it will be clearly defined.

SENATOR WESELY: Thank you very much, Senator McFarland.

SENATOR McFARLAND: All right.

PRESIDENT: Thank you. Senator Hartnett, please.

SENATOR HARTNETT: (Microphone not on) ...members, if I could also ask Senator McFarland a question. It kind of follows what Senator Wesely was talking about. How about people that have seizures? Is that covered? Or I don't know, I'm just simply asking for a point of inquiry.

SENATOR McFARLAND: I really wouldn't know specifically on that, Senator, I'm sorry...

SENATOR HARTNETT: Yeah.